

Virginia Department of Juvenile Justice Strategic Plan

Vision

Successful youth, Strong families, Safe communities

Mission

To protect the public through a balanced approach of accountability and comprehensive services that prevent and reduce delinquency through partnerships with families, schools, communities, law enforcement, and others, while providing opportunities for delinquent youth to become responsible and productive citizens.

Core Values

- All youth and their families are worthy of our best efforts.
- Offer early and effective interventions to limit youth's further involvement in the juvenile justice system.
- Meeting the individual physical, emotional, and educational needs of youth and reducing their risk of re-offending.
- Provide safe and secure confinement for those who are a danger to the community as well as treatment to help youth succeed.
- Working in partnership with other agencies and localities.
- Recruiting, supporting and maintaining a competent and diverse work force.

GOAL 1

Reducing recidivism of youth involved with DJJ to strengthen community safety

Outcome Measure: Re-arrest* rate for juveniles released from a JCC

Target: One percent below the FY2006 rate (at 12 months) and 2% for FY2007 and FY2008, for a total of 5% in three FYs

Objectives: Provide juveniles with work skills and/or training prior to release from a JCC or from parole supervision

Address criminogenic factors associated with recidivism by delivering appropriate treatment services that will assist juvenile's reentry to the community

Provide juveniles with a plan for re-entry to the community that addresses the transitioning of work, school, housing, and treatment needs

*The official measure for recidivism is reconviction within twelve months. Due to the fact that there are a large number of dispositions not yet received for this year's arrest data, for the purposes of this goal, arrest rates will be used to track progress.

Virginia Department of Juvenile Justice Strategic Plan

GOAL 1 (continued)

Outcome Measure: Re-arrest rate for juveniles placed on probation supervision

Target: One percent below the FY2006 rate (at 12 months) and 2% for FY2007 and FY2008, for a total of 5% in three FYs

Objective: Improve case management to assist juveniles in successfully responding to probation supervision

GOAL 2

Improve successful community functioning of juveniles involved with the Department of Juvenile Justice

Outcome Measure: Offenders will regularly attend school (including GED classes) and/or attend vocational/job training, or graduate from school or be regularly employed at time of release from supervision

Target: Increase by 5% (measured for the 60 days prior to release from supervision) above FY 2007 baseline by 6/30/2009

Objective: Provide/coordinate needed educational, vocational or employment support services

Outcome Measure: Juveniles will not use alcohol or illegal drugs

Target: Increase by 5% (measured for the 60 days prior to release from supervision) above FY 2007 baseline by 6/30/2009

Objective: Coordinate substance abuse interventions, when needed

Outcome Measure: Juveniles will have stable housing, defined as residing at the same physical location for 75% of the time they are on supervision

Target: 95% of juveniles released from supervision

Objective: Coordinate needed housing support activities

Virginia Department of Juvenile Justice
Strategic Plan

GOAL 3

Divert from DJJ those youth who are more appropriately served by other partners

Outcome Measure: Re-offense rate for juveniles previously diverted from DJJ

Target: One percent below the FY 2006 rate and 2% for FY 2007 and FY 2008, for a total of 5% in three FYs

Objective: Refer identified youth to high quality diversion services targeted to their needs

Outcome Measure: Rate of successfully completed diversions

Target: In FY 2008, one percent above the baseline to be established in FY 2007 and in FY 2009, 2% above the FY 2008 rate.

Objective: Divert youth to the appropriate services (Those that can be identified based on treatment needs (e.g. mental, educational, or familial problems or other criminogenic factors) and based on the facts given at the time of the diversion decision)

GOAL 4

Build effective partnerships to improve outcomes for youth and communities

Outcome Measure: Survey ratings regarding coordination between DJJ and other agencies and local government entities

Target: Baseline will be established in FY 2007

Objective: Improve relationships with our local and state government partners to ensure maximum services for youth

Outcome Measure: Improved services from DJJ contract partners

Target: To be determined

Objective: Ensure that contract partners are providing the best possible services to our youth through cooperation and communication

Virginia Department of Juvenile Justice
Strategic Plan

GOAL 5

Attract, develop, and retain a highly proficient work force

Outcome Measure: Retention rate

Target: Reduce turnover by 1% for next 3 consecutive years

Objectives: Establish top reasons employees leave DJJ
Increase job satisfaction

Outcome Measure: Qualified applicant pool for targeted positions

Target: Positions are filled with 1st advertisement

Objective: Increase visibility of employment opportunities

Outcome Measure: Employee Rewards and Recognition Program used

Target: Increase use of agency rewards and recognition by 50%

Objective: Promote use of recognition programs

Outcome Measure: Training reports for new employees

Target: 100% complete

Objectives: All new employees complete agency orientation
New POs, JCOs, other JCC employees, and supervisors complete basic training mandated for their positions

Outcome Measure: Training reports for existing employees

Target: 90% complete

Objectives: Employees complete training mandated for their positions